

Short Equality Impact and Outcome Assessment (EIA) Template - 2015

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how all our work as a council might impact differently on different groups. They help us make good decisions and evidence how we have reached these decisions.

For further support or advice please contact the Communities, Equality and Third Sector Team on ext 2301.

1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed.

Title of EIA	Establishment of Brighton & Hove Community Fund	ID No.	NCH01
Team/Department	Communities, Equality & Third Sector		
Focus of EIA	Proposal is to transfer some or all of the council held dormant and under-utilised endowment funds to Sussex Community Foundation to form a Brighton and Hove Community Fund. This would establish a strategic partnership with a key local charity with the principal aim of using the transferred funds to generate and attract additional funding to the city, to enable community and voluntary endeavour that meets the needs of the city.		

Assessment of overall impacts and any further recommendations

For clarity all disproportionate impacts on specific groups are highlighted in the single section below.

Overall impacts and notes:

- No disproportionate impacts are identified on groups linked to their protected characteristics.
- The proposal is likely to lead to an increase in funds available to the community and voluntary sector in the city, across groups working with all protected characteristics. The funds being accessed are currently dormant and not of benefit to any groups. Bringing them into use, administered by an organisation with a track record of funding and fair and accessible systems will widen opportunities for all groups to apply for funding.
- Sussex Community Fund has equality and inclusion safeguards built into its existing structures to ensure fair access and these will apply to the new fund.
- Applications to the BHCF that are unsuccessful can be easily directed to other sources of funding within SCF or BHCC Communities Fund.
- Sussex Community Foundation has an active equal opportunities policy. The charity is committed to ensuring that all communities benefit from its grant funding, especially those which are most marginalised or disadvantaged. In order to fulfil these commitments, the foundation monitors its grant making by geography, demography and theme. Grants panels and the grants committee are made aware of applications from Black & Minority Ethnic groups (and those from groups with other protected characteristics) and from areas which have the highest indices of deprivation, or the lowest success rate in previous rounds. Such applications are given priority for funding.
- Sussex Community Foundation has a particularly strong track record of reaching small community groups in Brighton & Hove, including LGBT groups, Black & minority ethnic community groups and those working in the areas of highest deprivation. This is evidenced by the Brighton & Hove Community Health Fund, which was managed by SCF between 2013 and 2017 and reached groups with the following protected characteristics:

Protected characteristics	No of Grants	Total £
Age 50+	22	£26,556
Ethnicity	16	£21,636
Women	13	£15,970
Mental health	23	£30,655
Chronic health problems	11	£13,305
Economic disadvantage	38	£43,237
Learning disability	2	£2,720
Domestic violence	2	£2,550
Pregnancy & maternity	3	£2,950
Men	5	£4,850
Cancer prevention	1	£500
LGBT	7	£8,690

- The grants committee and grants panels are selected from the trustee Board with external co-optees to ensure community representation where appropriate. The Foundation's grant making is overseen by a Grants Strategy Committee which includes external community advisors and is tasked with ensuring that grant making has maximum impact on disadvantage and reaches those communities which are most in need of support.
- SCF keep equalities monitoring information about Board members for internal use. This data is available to BHCC, confidentially, on request. The Board has set up a nominations committee which is responsible for ensuring that the Board has people with the skills, experience, knowledge and background to ensure good governance and success of the charity. This includes ensuring representation of the community across its area of benefit. The Board carries out a thorough trustee skills audit and Board review every three years and the nominations committee is tasked with recruiting trustees to fill any identified gaps. Vacancies on the Board are advertised on the SCF website and newsletters, which go to nearly 2,000 supporters, grant applicants, Councils for Voluntary Service and voluntary sector networks. Where SCF is unable to fill identified gaps by these means, the trustees may advertise through recruitment media or engage a recruitment consultant.

Potential issues	Mitigating actions
<ul style="list-style-type: none"> • None are identified linked to legally protected characteristics. 	<ul style="list-style-type: none"> • None needed.

EIA sign-off: (for the EIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer: Sarah Tighe-Ford

Date: 8th February 2017

Communities, Equality Team and Third Sector officer: Emma McDermott

Date: 12th February 2017